

How is Viatris working with Diversity, Equity and Inclusion?

We know that empowering people worldwide to live healthier at every stage of life means understanding and embracing what makes individuals unique. The diversity we foster within Viatris can be one of our greatest strengths in achieving breakthroughs for patients worldwide.

The Chief Human Relations Officer oversees DEI and reports to the CEO. The function provides quarterly updates to the Viatris Board of Directors. While our colleagues represent a multitude of geographies, experiences and cultures, we recognize we are early in our DEI journey.

We launched our initial DEI goals in 2022, they are:

- Engage at least 90% of employees globally on diversity, equity and inclusion learning by the end of 2023.
- Increase diversity in management:
 - Increase women's representation in senior management globally to at least 35% by the end of 2027.
 - At least double Black representation in all management levels in the U.S. by the end of 2027.
 - At least double Hispanic/Latinx representation in senior management in the U.S. by the end of 2027.

In 2022, we focused on identifying initial actions, building our strategy and setting in place the essential building blocks to advance DEI at Viatris. As part of our 2022 baseline assessment, we built a roadmap to define our journey, maturity, vision, focus and actions. Viatris Board of Directors have adopted a Board's [Policy on Diversity and Inclusion](#).

Learn more about our work in the [2022 Sustainability report](#) and on the DEI section of our [website](#).